

## February 2023

Call meeting to order

- Plan to adjourn 5min early to help facilitate Zoom'd out calendars

### Attendees (green = present):

- Donny Likosky - Med School
- Hani Bawardi - CollCollege Arts & Sciences (Dearborn)
- Naomi Binnie - University Library
- Tom Braun (SAUCA Liaison)
- Adam Burak - Engineering
- Arlo Clark-Foos - CASL (Dearborn)
- Gabriela Hristova - College Arts & Sciences (Flint)
- Jacob Lederman - Dept Behavioral Sciences (Flint)
- Massy Mutumba - Nursing
- Karen Staller - Social Work
- Chuanwu (Wu) Xi - Public Health
- Eric Vandenberghe - U-M Faculty Senate
- Lucas McCarthy - U-M Faculty Senate

- January 2023 minutes: [January 2023 Meeting minutes](#)
- [SACUA Approved Charge](#)

1. Call to order, approval of agenda and minutes
2. Announcements
3. Evaluation of Deans and Department Chairs
  - a. Feedback to enhance and add precision to Ann Arbor process, recommendations
    - i. Review "[Process for the Provost of Deans \(Ann Arbor\)](#)" document
4. Evaluation of processes for UM employees experiencing harassment and retaliation
  - a. Provide examples or descriptions of content, layout, etc. for potential central web page for procedure implementation.
  - b. Craft rough draft identifying issue of improving respondents' resources

## February Business

### Evaluation of Deans and Department Chairs

1. Critically review processes (and their strengths and weaknesses) across UM Schools, Departments and campuses
  - a. Review "[Process for the Provost Review of Deans \(for review\)](#)" file
  - b. Discuss potential improvements that can be recommended
  - c. Start draft of recommendations to be sent to SACUA

### Evaluation of processes for UM employees experiencing harassment and retaliation

1. [Review central web page suggestions](#)
  - a. Recommend specific modifications to faculty grievance resources (e.g., transitioning the grievance form to an electronically available portal on the Academic Human Resources website) to enhance their availability
    - i. What would our "customers" want in terms of resources? Can we make it customer-focused?
    - ii. Each member of COAA consider being put through the grievance and identify potential roadblocks
    - iii. Speak to those who have put in grievances
    - iv. Speak to Academic HR who identify a grievance monitor for the faculty
      1. What would be the barriers to create such a resource?
      2. Codify and examine the effectiveness of the role of the Ombuds in the process (pre, during and post)?
    - v. How to more effectively use the mediation process? Can this be another layer to increase effectiveness?
2. Identifying disparity in resources for respondents to harassment and retaliation claims
  - a. Issue: respondents to these claims are not provided resources through the University when the claims are made by the University
  - b. **ACTION ITEM:** Identify the issue for SACUA
    - i. Recommend a roadmap for addressing the issue through phases:
      1. Phase 1: Adopt list of local attorneys with experience with relevant cases and faculty peers who could be trained as faculty support persons
      2. Phase 2: Address the resource disparities stemming from Faculty out-of-pocket coverage of legal expenses.